



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 2/20/18	<u>Interviewer:</u> Lafayette Baker	RFA #18 – 18
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☒ Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☒

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input checked="" type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
2/20/18	[REDACTED] came to the EO office	[REDACTED] is a graduate student in the MA in [REDACTED] program who feels another student in the program created a challenging environment for her. [REDACTED] indicated that she has sought assistance from her advisor, but nothing has been done to remedy the situation. She says she feels ready to drop out of the program if the situation is not remedied.
2/23/18	LB met with [REDACTED]	LB explains the EO Office Resolution processes, including differences between the informal resolution process and filing a formal discrimination complaint. LB also discusses the EO Office's limits on confidentiality (including the Public Records Act) and the prohibition against retaliation, as well as resources and reporting options. [REDACTED] indicated she did not want to file a formal complaint and that she wanted an informal resolution.

		<p>█████ explained that she is a graduate student in the █████ program, and it is her first year in the program. September 2017, the first day of their training, █████, another student in the program, asked █████ “what are you?” This was the first time they met. █████ told █████ she is half Filipino. █████ then told █████ she was a “Happa.” Happa means a person who is mixed race in Hawaii. █████ views Happa as a negative term. █████ explained that this was the first time they met, and she was uncomfortable with █████ comments.</p> <p>In the weeks to follow, █████ referred to █████ as Hawaiian several times. █████ did not like that, she was born in Hawaii, but she is Filipino. She lived in Hawaii for six years because her dad was in the military. Late October 2017, █████ got a ride to Gig Harbor with █████ During the Car ride, █████ again explained to █████ that she is Filipino and not Hawaiian.</p> <p>When they got back to campus, █████ believes █████ started behaving hostile toward her. She started coming into █████ office she shares with eight people consistently. She sang songs with profane lyrics, talked loudly, and talked negatively about her.</p> <p>The end of January, she went to talk to her program coordinators █████ and █████ his assistant. She told to them about █████ behavior, and she believes the situation has not been remedied.</p> <p>Her preferred outcome is that she wants █████ to stay out of her office. █████ has made it difficult for her to get her work done in her office.</p>
4/6/18	LB meet with █████	<p>LB explained the EO Office’s Resolution processes “Protocol” (see above).</p> <p>█████ explained that it was the first week of training. She had a conversation with █████ indicated that she is from Hawaii, and she saw that █████ was wearing something Hawaiian related and got excited. During their first conversation, █████ told █████ that she was part Filipino and Hawaiian. █████ does not remember saying “What are you?”</p> <p>█████ explained that in Hawaii people who mixed race are called “Happa,” and it is a positive term. She said the word Happa to █████ because █████ is from Hawaii, and she is mixed race. █████ said their first conversation was a positive. She thought they related to each other in a friendly way.</p>

		<p>█████ explained that during the October car, █████ told her she does not identify as Hawaiian, and she said she can understand how someone could be upset if they were misidentified. █████ also said she never called █████ a Pillow Person.</p> <p>█████ said she did go into that █████ office often last quarter because there is a microwave in there, and some of her close friends are also in that office. She said she probably did sing rap songs in the office because she enjoys singing. However, she talked to █████ in February, and █████ told that office if for work and not socializing.</p> <p>█████ is okay with not coming into the office anymore. She said has not been in there since █████ talked to her.</p>
4/9/18	LB called and emailed █████ to set up a follow-up meeting	
4/19/18	LB met with █████	<p>LB explained to █████ that he had a very nice meeting with █████. They talked about the concerns that █████ raised, and █████ explained that she tried to connect with █████ because they both had a connection to Hawaii. LB explained that █████ and █████ clearly had misunderstandings, but both █████ and █████ did a great job of remaining open-minded, reflective, and cooperative throughout this difficult process.</p> <p>In addition, █████ agreed to █████ preferred outcome, and said she is okay with not going into █████ office anymore. █████ indicated that things have been very nice in her office recently since █████ stopped coming in. She said she has been able to get her work. She explained that the EO Office was very helpful for her throughout this process, and she is comfortable where this is currently.</p>